**MCPS Leadership Profile Attributes for Consideration**

***Principled***

* Serve the mission and goals of the District.
* Model integrity by being honest and accountable
* Act with a strong sense of fairness and justice
* Do your share and stay organized
* Help others but don’t routinely do their work
* Admit your mistakes
* Take responsibility for your actions and their consequences

***Communicator***

* We express ourselves confi­dently and creatively
* We collaborate effectively, listening carefully to the perspectives of other individuals and groups
* We acknowledge each others’ communication styles and strengths as well as each individual’s skills and contributions to the whole
* Speak up when appropriate, be silent when appropriate.
* Have the courage to state what you think, feel and want.
* Say yes and deliver, or say no clearly if you cannot.
* Resolve conflict in a productive manner.
* Help create a positive learning environment.
* Let your group know you expect of them and what they can expect of you.
* Keep people informed as the situation changes.
* Listen actively – paraphrase and ask questions to clarify.
* Speak for yourself – use “I” language.
* Be empathetic during conflicts.
* In feedback:
  + Be timely
  + Be growth- oriented
  + Be specific about your observations
  + Acknowledge your share of any problem
  + Be clear about what you will do next
  + Be as open to receiving feedback as to giving it.

***Knowledgeable***

* Display basic competence and actively improve your knowledge, organization and management skills.
* Develop and use conceptual understanding, exploring knowledge across a range of disciplines.
* We engage with issues and ideas that have local and global signi­ficance.

***Thinker***

* We use critical and creative thinking skills to analyze and take responsible action on complex problems.
* We exercise initiative in making reasoned, ethical decisions.

***Balanced***

* Treat everyone with dignity and respect.
* Support leadership and growth in everyone.
* We understand the importance of balancing different aspects of our lives intellectual, physical, and emotional to achieve well-being for ourselves and others.
* We recognize our interdependence with other people and with the world in which we live

***Open Minded***

* Respect the cultures you contact.
* We critically appreciate our own cultures and personal histories, as well as the values and traditions of others.
* We seek and evaluate a range of points of view, and we are willing to grow from the experience

***Caring***

* Be as concerned for other as you are for yourself.
* Be kind and open-hearted

***Risk Taker***

* Great leaders create an environment that inspires individuals and groups to achieve their full potential.
* Help create what you want to see.
* Use group goals and values to guide your action
* Model the way (lead by example)

***Reflective***

* We thoughtfully consider the world and our own ideas and experience.
* We work to understand our strengths and weaknesses in order to support our learning and personal development

***Inquirers***

* We nurture our curiosity, developing skills for inquiry and research.
* We know how to learn independently and with others.
* We learn with enthusiasm and sustain our love of learning throughout life.

***Where your leadership ends - it transitions to the start of your staff and student journey.***